

## **ARTICLE 1**

### **PREAMBLE AND PURPOSE**

This Memorandum of Understanding (hereinafter referred to as Agreement) is made and entered into on this 1<sup>st</sup> day of January, 2012, at Lansing, Michigan, by and between the State of Michigan and its principal departments and agencies (hereinafter referred to as the Employer) represented by the Office of the State Employer, and Michigan AFSCME Council 25, AFL-CIO and its appropriate affiliated locals, as exclusive representative of employees employed by the State of Michigan (as set forth specifically in the recognition clause) hereinafter referred to as the Union.

It is the purpose and intent of the parties hereto that this Agreement:

1. Implements the provisions of Michigan Civil Service Commission Rules and Regulations;
2. Promotes harmonious relations between the Employer and the Union;
3. Provides for an equitable and peaceful procedure for the resolution of differences;
4. Establishes conditions of employment which are subject to good faith collective bargaining negotiations between the parties;
5. Recognizes the continuing joint responsibility of the parties to provide efficient and uninterrupted services and satisfactory employee conduct to the public.

The present agencies and departments, and the corresponding Local Unions and Chapters are set forth in Appendix A of this Agreement. Additions or deletions to such schedule may be made by either party.